

Admissions Counseling to Support the Career Driven Standards-Based Education and Training Model in Job Corps

“Begin With the End in Mind”



Many have said it ... many more have proven it true

- “Begin with the end in mind” ... Steven Covey
- “Quality in, quality out” ... Malcolm Baldrige
- “The beginning is the most important part of the work” ... Plato
- “Well, what did you *expect*? You didn’t start with a plan!” ... Moms (and Dads) everywhere



We've Rebuilt the Engine ... What About the Acceleration System?

The often-used analogy in Job Corps – working on the airplane or the car while we're driving it – is a good one. We have to run the program while at the same time implement reforms and improvements.

The good news is the Standards-Based Education and Training model has been developed – the mechanics have been busy – and it will continue to be implemented throughout the Job Corps system. That's the “engine” part. Those are our core services.

But what about the acceleration system? We can equate Admissions with the Acceleration System – it's the fuel and fuel systems that propel the engine. Without all the right components to get the engine to do its job, the vehicle will be less than efficient, maybe even stalled. Don't let this happen to YOU, Job Corps!



Knowing the Steps and Building the Plan for a Great Acceleration System

4 Steps – Each and Every Time!

- Review the Concepts
- Know the Goal
- Know the Building Blocks
- Draw the Plans



Beginning, Step 1: Reviewing the Concepts

- The workforce system approaches and analyzes jobs and employment growth by Industry Sector
- There are many points of entry into a given Industry Sector
- These points provide potential for progressive movement to other, higher-wage jobs within the industry
- Many jobs within a given sector require essential knowledge and skills that can be demonstrated; basic competencies - or standards. Mastery of the standards can be demonstrated through attainment of credentials, such as certifications
- Progressive movement within an industry towards higher-wage jobs creates “career pathways”. Individuals often attain more than one certification as they make progress along a career pathway within a given industry
- As Job Corps strives to remain a 21st Century-relevant employment training and education program, it is working to ensure that its programs are based on the required and essential employment standards, and that they are organized by industry sector, and support growth within career pathways



Beginning, Step 2: Knowing the Goal

As Job Corps strives to remain a 21st Century-relevant employment training and education program, it must work to ensure that its programs are based on required and essential employment standards, they are organized by industry sector, and they support credential attainment and growth within career pathways.

That's the “end” that we need to begin with for Job Corps Admissions.



Beginning – Step 3:

Know the Building Blocks

- Attaining credentials that are recognized as valid within an industry or within a post-secondary educational institution means ensuring that students have the literacy skills needed to engage effectively in the curriculum for each desired credential.
- In many instances, higher reading, writing, and math skills are needed to meaningfully learn and progress through the curriculum.
- If a young person desires to attain an industry credential as a plumber, and the curriculum is written at the 10th grade level for reading and math, but comes to Job Corps with 7th grade level reading and math skills, it is critical to (a) identify the gap as early as possible; (b) have a plan in place for addressing the gap; and (c) ensure that the potential applicant understands the challenges ahead and the resources that are available to assist him/her before enrolling in the plumbing CTT program in Job Corps.



Beginning: Step 4

Draw the Plans

The plans will convey what needs to be accomplished. It has to start with the potential students *as they are* when they come to Job Corps.

How to learn “as they are”? Assessments and Observations!

- Interest assessment
- Reading assessment
- Math assessment
- Level of commitment observations

Combined, the assessments and observations will provide a snapshot of the applicant’s readiness for Job Corps participation and will provide good information for early career counseling to help guide the applicant towards success.



Aren't Assessments Time-Consuming and Cumbersome?

- It depends on the assessment
- Fortunately, this is an area that technology has been involved in for quite some time (e.g., personality profile assessments, online educational testing, online training), and has gotten very good at and efficient
- People – especially youth – are generally quite comfortable with online assessments
- Assessments still require good review skills, but even those systems are supported by tools like scales and rankings
- Assessments will require more time to be spent with each applicant, but the quality of the process will be greatly improved and the service to the applicant will improve along with it



Beginning: Step 4

Counseling for Success

Far more than “selling” the Job Corps program, admissions counselors will be enabled to “tell” about the program’s opportunities, training, education, residential life, expectations, and provide factual information about student experiences during and after Job Corps.

Accurate and realistic information approached with positive communication will:

- Establish a foundation of trust between applicant and counselor
- Establish greater integrity in the admissions process
- Prevent center staff from having to “re-program” new arrivals who were under incorrect assumptions about expectations



Beginning: Step 4

Counseling for Success (Continued)

Equipped with good information about the applicant – where they are now and what their interests are – the Counselor is then able to map that information to Industry Sectors, then to Job Corps CTT programs that fit within the Industry Sector, and provide additional information to the applicant about those programs.

Once the applicant has narrowed down which CTT program they are most interested in, the Counselor can then identify where the next opportunity exists for enrollment in that program.



So ... Did We Begin With the End in Mind???

- The applicant understands Industry Sectors, Career Pathways within them, and the great potential and opportunities that they hold
- The applicant understands “first stepping stones” on the Career Pathway are available through the Job Corps program
- The applicant understands more about their current skill sets and what is needed to move forward and be successful within a selected CTT program
- The applicant has fair and reasonable expectations about their Job Corps experiences and outcomes
- The applicant has agreed to work hard to meet the standards required to attain a valid credential, and understands what the credential is worth to them in the short-term and the long-term as they move along a Career Pathway, and trusts the integrity of Job Corps’ admissions advising

